

Benefits Overview

The State of Maryland Judiciary offers a comprehensive benefits package to all regular employees. These generous benefits include:

- **Alternative Work Schedule (AWS)**
- **Telework Program**
- **Educational Assistance**
- **Paid Leave**
- **Leave Bank/Leave Donation Program**
- **Cafeteria-Style Health Benefits Options**
- **Supplemental Retirement Plan**
- **Pension System**
- **State Employees Credit Union**
- Additionally, several of our work sites across the State offer free parking for employees.

Alternative Work Schedule:
The AWS is a voluntary program available to employees seeking latitude in scheduling their work hours to make the best use of their time and skills, while meeting the operational needs of the Judiciary. The AWS offers flex-time and three compressed work week alternatives.

Educational Assistance:
The Judiciary provides educational assistance to eligible employees interested in furthering their formal education. An allowance per fiscal year is available for tuition and related costs.

Paid Leave

Paid Leave:

Annual: Maximum carry-over into the next calendar year is 60 days. Annual accrual rates change on the following anniversaries:

New employee	10 days
5 th year	15 days
10 th year	20 days
20 th year	25 days

Sick: 15 days per year, unlimited accumulation. Upon service retirement, accumulated sick leave is used to enhance total years of service.

Personal: 6 days per calendar year (pro-rated the first year of employment). Personal leave must be used by the end of the year. It does not accumulate.

Holidays: 11 days per calendar year.

Health Plans

Medical Plans: A wide range of medical plans are available to employees. The State subsidizes about 80%-85% of the cost of these plans. The employee's bi-weekly premium is pre-tax. All medical plans include vision coverage.

Preferred Provider Organizations (PPO)
Point of Service Providers (POS)
Health Maintenance Organizations (HMO)

Prescription Plan: All enrolled employees and eligible family members may participate. Generic prescriptions cost \$3 or \$5 each. Brand names are available for an additional charge.

Dental Plans: A choice of three dental plans from which to choose.

Term Life Insurance Plan: Premiums based on a sliding scale, determined by employee age and level of coverage.

Personal Accident/Dismemberment Plan: Provides benefits of \$100,000, \$200,000 or \$300,000. Pay-out is based on published scale.

Other Plans: Long Term Care, Mental Health/Substance Abuse, Flexible Spending Accounts (health and dependent). *Note: All medical plans include vision coverage with no additional bi-weekly premium.*

Supplemental Retirement

Supplemental Retirement Plans: All employee contributions are pre-tax (except for FICA). Employees may contribute to both plans, but are subject to the federal combined maximum cap of **\$31,000**. Both plans offer several fixed and variable investment options. Quarterly financial statements are provided by the plan administrator, Nationwide Retirement Solutions (NRS), to enrolled employees. Administrative fees charged by NRS are extremely low. Employees may access account information via automated phone lines.

457 Plan: Employees may contribute up to **100%** of gross salary, but not more than **\$15,500** per calendar year. Monies may be withdrawn due to qualifying financial hardship, but no loans are available.

401(k) Plan: Employees may contribute up to **100%** of gross salary, but not more than **\$15,500** per calendar year. Monies may be withdrawn due to qualifying financial hardship. Additionally, loans are available within specified guidelines.

Pension Plan

Pension Benefits: The State of Maryland Judiciary offers both basic and supplemental retirement benefits.

Employees are automatically enrolled in the Maryland State Retirement and Pension System (SRPS) when they begin employment. A 5% employee contribution is automatically deducted from each employee's bi-weekly payroll check.

All SRPS members qualify for the one-year Survivor's Benefit in which the beneficiary of record will receive a lump-sum payment equal to one-year's salary from the Maryland State Retirement Agency.



State of Maryland Judiciary

Benefits Provided

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